CURRENT CHALLENGE IN NON-GOVERNMENTAL ORGANISATIONS

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ABSTRACT

A Non-Government Organisation (NGO) is an Organization that is neither a part of a government nor a conventional for profit business. Generally NGO are non-profit making agencies that are constituted with a vision by a group of compatible people, dedicated for the strengthen of the poor, marginalized, unprivileged, deprived, oppressed and the needy and they are closer and accessible to the target groups set up by ordinary citizens, NGOs may be funded by governments, foundations, business, or private persons. NGOs enable citizens to work together voluntarily to promote social values and civic goals, which are important to them. Each NGO is unique from each other. They promote local initiative and problem solving. They actually take up the responsibility of fulfilling moral and social needs that ought to be taken by the government. NGOs have a broad scope of functioning areas such as, environment, health, poverty alleviation, culture and the arts, education, etc. They also help the society by empowering citizens and promoting change at the “grass root level” The NGOs are doing incredible services in various fields and the outstanding work also done by them in particular areas is no doubt that has helped to meet the changing needs of the society. However, NGOs are facing diverse problems which differ from organization to organization, region to region. In this perspective, an effort is made in this paper to discuss some of the current problems faced by the NGOs and to give some remedies to overcome these problems.

Keywords: Non-Government Organization, Current Challenges, Professional Approach.
Introduction

Non-Government Organizations (NGOs) have become an irresistible global force today and NGOs are part of the development processes of our country. NGOs are legally constituted organizations which operate independently from Government and are generally considered to be non-state, non-profit oriented groups who pursue purposes of public interest. India has made rapid progress in the socio-economic globe in the last seven decades. Millions are brought out of poverty, anticipation has shot up, literacy rate has almost tripled and other people have better access to healthcare services. However, given the vastness of India, both in terms of demography and area, and its socio-cultural diversity, millions are still left without of a decent life, numerous people struggle to get basics even today. The benefits of India’s economic progress haven’t been uniforming in nature. This is where NGOs come into the picture. Their job is to fill the gaps left by the government by improving the lives of the most side-lined communities. Non-Governmental Organisations, are involved in completing an honest range of activities for the advantage of underprivileged people and the society at large. an endurable, warm and dependable relationship is there between the Govt.and NGOs where both are working for the advantage of the people with numerable activities. Their main tasks are to arrange these people, create awareness in them and make them development oriented. These organizations are working supported the assessed need and demand of the grass root level. By involving the recipients directly, they are working within the context of overall national planning for development. NGOs are facing diverse problems which differ from organization to organization, region to region. In this perspective, an effort is made in this paper to discuss some of the current problems faced by the NGOs and to give some remedies to overcome these problems

NGOs in India:-

Non-governmental organizations (NGOs) refer to highly diverse groups of enterprises engaged in a wide spectrum of non-profit activities. The focus of NGOs can range from humanitarian and rural development to assisting local start-ups and businesses. There are roughly 3.7 million NGOs worldwide with an estimated 2 million of them in India. NGOs or Voluntary Organizations aren't a replacement
phenomenon and therefore the concept of voluntary action is extremely ancient. According to Inamdar, “During ancient and medieval times, voluntarism operated freely and exclusively within the fields of education, medicine, cultural promotion and even acted as relief in crises likedroughts, floods, epidemics and foreign invasions” (1987). In the latter part of 19th century, Christian Missionary also did pioneer work in the field of welfare. They also took interest in spreading education among women, tribes, and others, and in improving their health and living conditions.

In the early 20th century, besides relief and rehabilitation programmes in times of natural calamities like earthquakes, floods and famines, NGOs were also engaged in various fields like education, health and labour welfare. According to Chowdhry, “After Independence, leadership in India was provided by social workers who had worked under the leadership of Gandhi. As a matter fact, they were those that started the movement of voluntary action, both in urban and rural areas within the fields of health, education, social welfare, adult education, rural development etc.,” (1987).

During the latter half the 1970s, community organizations gained momentum. Also, a radical trend emerged, with social policy groups taking the view that poverty may be a structural phenomenon which had to be tackled head-on through the active mobilization of the rural poor. From the mid-1980s, an extra trend emerged within the NGO movement, emphasizing the importance of professional approach supported sound management, planning and co-ordination. People’s participation in development was much pronounced in 1980s. A parallel development was the creation of resource agencies which work directly with the poor and also provide support services to other NGOs within the sort of training, evaluation and documentation (Umukoro, 2009). In 1990s empowerment approach gained momentum. NGOs began to perform advocacy and lobbying so as to satisfy the challenges and threats of macro forces towards the agricultural poor and marginalized. As NGOs have grown in size and influence, their activities have brought them into closer contact with the govt. and recognized by the govt. in community reconstruction work.
Review of literature

In India and abroad, several studies are made on voluntary organizations working in urban also as rural areas. Much of the literature on voluntary organizations in Indian settings has come from traditional welfare work. Many of the Anthropologists, Sociologists and Political Scientists are engaged within the study of the voluntary organizations. Unfortunately, communication among the disciplines about their findings has been far away from adequate. Literature review reflects the need of this research study. It is a collection of opinions, views, findings (of study) and observations of different authors:

K.H. Suresh’s (1990) study deals with the levels of participation of beneficiaries in the development programmes of select NGOs in Kerala. The author found that NGOs are not working as participatory organizations to the extent desired. The rates of participation of beneficiaries and institutional arrangements for participation are found to be very low. The beneficiaries are also found to be not keen in getting represented in decision-making bodies and planning process.

S.L. Goel and R. Kumar (2004) mention that: Most of the NGOs use suspicious methods and lack transparency. In ancient India, persons associated with NGOs were men of character with spirit of service and dedication. Today NGOs are not functioning well. NGOs face various challenges of 21st century like need of honest and dedicated persons to run the NGO. NGOs need to practice ethical values, need of transparency in functioning

Pradeep Kumar (2005) observed that last two decades have been witness to tremendous growth of NGOs, both national and international. There is an urgent need that Government Organizations and NGOs act in collaboration for rural development

Rebecca Szper and Aseem Prakash (2011) focused their study on transparency and other issues pertaining to NGO sector at international level. Transparency concerns and the concomitant accountability challenges have motivated policy and legal
scholars to explore information-based regulatory approaches. We examine their usefulness in the context of the nonprofit sector which tends to show signs of governance failure.

Current Challenges faced by the Non-Governmental Organisations:

NGOs are often confronted with some serious and tough challenges which includes,

- **Lack of Long-Term Strategic Planning:** Most of the NGOs are not have the adequate competence to predict what they have to do for the future to fulfil the vision and mission of the organisation. The staff of the organisation should have more conscious about the organisation culture, policy and system while formulating the strategic planning. For which training is an essential component in organisation for develop the skills in staff to change their attitude towards the strategic preparation for approaching the changing needs of the society. Practically speaking it is lacking in many service organisations and henceforth, it should start learning how to do a long-term planning and develop their strategy.

- **Poor Cooperation with Mass Media:** Every NGO, regardless how small or big, rich or poor it is, should have its own Public Relations Officer to disseminate the organization’s events through media to the general public. Through them the organisation get good cooperation for their events. For which the rapport between the organisation and media is more essential part for the long term strategy.

- **Lack of Commitment:** For long period have been seen in our country more number of NGOs are emerged and many of them are not functioning continuously. However, they often disappear because their members were not persistent enough in what they were doing or they got dragged into another field of work. It proves the lack of commitment among the staff members. The conclusion is obvious. NGOs should always keep in mind staff turnover and ensure that they should not get held “hostage” by any single person.

- **Lack of Volunteerism:** In early days, youth are showing great interest in volunteerism but that enthusiasm seems to have faded recent days. The local volunteerism is deteriorating day by day and turning it into professionalization. Even the young graduates from social service have an interest in making their
career in professionalism. This results in lack of efficient volunteers in NGOs. Volunteering and social activism are an important strategy for fostering peoples participation in social change and human development (United Nations Volunteers; 2008). According to the Millennium Development Report (2007), volunteering has a potential to help advance the level of participation needed to confront the major tensions and challenges of development of our time.

- **Lack of Creditability and Social Support Suppresses Enthusiasm:** The most pandemic issue faced by the NGO in India is lack of Credibility among the general public and funding partners as well. Since the emergence of mushroomed growth of organisations claim to work for the concern of helping the needy. Most of them are often mint money from donors and they need to showcase some serious work to establish its credibility. NGOs are executing their projects like business entities. Many NGOs in India do not like to disclose their financial transaction and activities. This happens more in the case of NGOs receiving foreign funds. Not only can this lead to a loss of potential donors but it can also dent their reputations. Some of the factors liable for such a state of affairs are general backwardness of the people, absence of adequate number of dedicated persons, over emphasis on targets and time limited programmes, political influence, influence of pressure group, mistrust of agencies and workers who do not have a base within the community and are unable to win its support.

- **Insufficient trained Professionals:** The personnel working in NGOs required a sense of dedication and commitment and interest in the social services. Earlier NGOs served by unpaid social workers fill with the spirit of service and didn't require any education or training. But these trends that are having professional education aren't interested to figure with NGOs. Their vision has been changed. Therefore, it is very difficult to get trained persons who are either willing or trained to work in the society. Moreover, these professionally trained persons have high expectations in terms of salaries, status, opportunities for his or her growth within the career of their choice. Moreover, most of NGOs due to lack of funds cannot able to spent some more funds for giving training to the personnel employed in the organization.
Insufficient Funds: NGOs goal doesn’t lie on accomplishing a project alone. After the success of a particular project, NGOs would want to take care of contact with their beneficiaries and confirm continuous progress is occurring. Apart from that, NGOs would also want to be ready to help more individuals and communities counting on their needs. To do so, NGOs got to constantly acquire funds. Government doesn’t give cent percent grants in aid or make delay in sanctions of grants for varied programmes. NGOs mostly depending overseas funding for certain projects.

Poor Governance and Networking: Poor Governance and disorganised Networking are other major challenges in most of the NGOs. Poor Governance is due to the shortfall of understanding about the importance of having executive board. Except the founder, all other in board don’t have focused on running the NGO for their own purposes; however, governance is foundational to transparency. Disorganized networking is, can cause duplicated efforts, time inefficiencies, conflicting strategies and an inability to learn from experience. Many NGOs perceive International NGOs as hindering or even threatening to their goals and missions. Many NGOs do not maximize the use of current technologies that could facilitate better communication and networking.

Transparency in accounts: NGOs are not transparent in matters pertaining to their finances and activities. And such lack of transparency more often than not leads to loss of contributions from many who might have contributed or supported a cause. It can be overcome by doing yearly audit and conduct beneficiaries meet.

Professional and Developmental Approach: Communities have assets, wisdom, labour, time, and skills to be applied to their own development programmes. Communities are now willing to figure for his or her own development. NGO should concentrate on PRA method to attain the local support. NGO should follow a professional way of doing welfare activities.
The following are **The Suggested Remedies to the Problems of The NGOs In India**:

- NGO should concentrate on govt funds rather than overseas funds. Now days governments had made strict control on receiving foreign funds. The government of India has to liberalize the rules and regulations of grant in-aid and to sanction more grants to NGOs. At an equivalent time, the govt should appoint commissions of enquiry or committees to cross check the misuse of funds by NGOs.

- Universities, colleges and schools needs to conduct the general public seminars, meetings, symposiums etc., and use the local media to advertise the importance of volunteerism, and encourage people to participate in voluntarism

- NGOs should recruit young and professionally trained people for the effective functions.

- For getting highly professional people NGOs should modified their pay scales and govt should formulate programme to motivate young professional to participate in social welfare activities. At the same time some special funds to be allotted for the NGOs to train the personnel at the grass root level.

- NGOs being a welfare organization should maintain high standard of quality in service. The government also should recognize those NGOs, by giving awards or rewards with additional grants. This would motivate the other NGOs to work efficiently.

- Lack of transparency in accounts can be overcome by doing yearly audit and conduct beneficiaries meet, in this meet explain the beneficiary the cost and expenditure of the work carried out by the NGO.

**Conclusion:**

NGOs are the ones who really concern the uncared sections and therefore the people at the base of the social section. Ours is a developing country which needs these sorts of committed, devoted and dedicated organizations for the progress of the country. So, the Government, the leaders, the donors, the politicians and the general public should step forward to support these types of Service Organizations and help...
them to mitigate their problems at the bottom of the society. Then only their services are undoubtedly commendable for the scale up the standard of living of the poor.

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